

# Kristian Contreras

She, Her, Hers | kristian@beyondmarginality.com

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## EDUCATION

### Syracuse University

Ph.D., Cultural Foundations of Education

Syracuse, NY

May 2023

Certificate of Advanced Study, Women and Gender Studies

May 2023

### University at Buffalo, the State University of New York

Ed.M., Higher Education Administration – Student Affairs Administration

Buffalo, NY

May 2014

### University of Delaware

B.A., English Literature

Newark, DE

May 2012

## PROFESSIONAL EXPERIENCE

### Rebecca Walker

Arcadia, CA

Assistant

March 2023 - Present

- Assist with the coordination of and maintenance of the publicity schedule for Rebecca Walker.
- Coordinate and manage calendar of events, interviews, and meetings.
- Curate and manage original content for official Rebecca Walker social media accounts.
- Provide administrative oversight on the development of *Black Cool Volume 2: The Future of Cool* (2024) including author agreements, contracts, copyright permissions, pertinent research, etc. with confidentiality.
- Prepare and maintain administrative documents such as statements, reports, memos, and official materials.
- Other duties as assigned.

### Cultural Foundations of Education, Syracuse University

Syracuse, NY

Graduate Teaching Assistant, *Advanced Qualitative Methods I & II*

January 2023- May 2023

- Coordinated all course materials and managed course content via the Blackboard learning platform.
- Developed reflective and collaborative activities as they pertained to assigned course materials and learning outcomes.
- Worked with course instructor to tailor feedback for advanced graduate students' writing and respective research projects.
- Maintained gradebook(s) and oversaw course assignments as needed.
- Enforced all University policies and procedures.

### Simon & Schuster; Valerie Boyd & Alice Walker

New York, NY

Independent Consultant for *Gathering Blossoms Under Fire*

December 2021- Present

- Served as a liaison for Alice Walker and the late Valerie Boyd with Simon and Schuster regarding publicity and marketing for the 2022 release of *Gathering Blossoms Under Fire: The Journals of Alice Walker*.
- Assisted with the coordination of and maintenance of the publicity schedule for Alice Walker and all invited speaking partners for the #HealingtheSoulWeLove Gathering Blossoms book tour.
- Served as main point of contact for all venues for Alice Walker and respective parties.
- Designed and coordinated original social media content for the official Alice Walker Facebook page; served as social media manager for the virtual book tour (ie. graphics, video, flyers, etc.)
- Oversaw and designed marketing campaigns for the #HealingtheSoulWeLove Gathering Blossoms book tour (Amazon A+ Cards, digital assets per media partners, etc.)

- Coordinated and facilitated virtual interviews/webinars for the virtual book tour with small organizations and non-profits.
- Organized and managed book signings for in-person events.

**Cultural Foundations of Education, Syracuse University**

**Syracuse, NY**

*Graduate Teaching Assistant, Advanced Qualitative Methods I & II*

August 2021- June 2022

- Assisted with development of reflective and collaborative activities as they pertained to assigned course materials.
- Worked with course instructor to tailor feedback for advanced doctoral students' qualitative projects.
- Graded 12 sets of qualitative field notes weekly; maintained grading record for 22 advanced doctoral students.
- Organized and maintained course materials/assignments via the Blackboard platform management.
- Enforced all University policies and procedures.

**Office of Multicultural Affairs, Syracuse University**

**Syracuse, NY**

*Dialogue Facilitator and Curriculum Consultant for Conversations About Race and Ethnicity (CARE) Dialogue Program, Office of Multicultural Affairs*

August 2020 – December 2021

- Served as a facilitator for two (2) six-week long sections of CARE Circles of approximately 14 professional staff and faculty members and six undergraduate students, respectively.
- Designed and led capsule projects focused on racial equity and gender inclusion for the professional development of campus partners.
- Assisted with the research and campus programming development of CARE curriculum for the 2020-2021 and 2021-2022 academic years.
- Provided research materials, tailored reflection and group activities, and suggested assessment materials for the CARE curriculum based on provided learning outcomes and goals.

**Cultural Foundations of Education, Syracuse University**

**Syracuse, NY**

*Graduate Teaching Assistant, Course: Schooling and Diversity*

August 2018- June 2021

- Utilized Instructor's clearly defined learning objectives to support students' understanding of course content.
- Contributed curriculum and pedagogical resources to assist with classroom instruction.
- Served as an approachable/accessible teaching assistant; enhance class discussions using contemporary and/or personal examples.
- Enforced all University policies and procedures.
- Assisted in grading weekly journal reflections for 35 undergraduate students.
- Maintained attendance and grading record for 35 undergraduate students.

**Joseph and Evelyn Lowery Institute for Justice and Human Rights**

**Atlanta, GA**

*Projects Manager and Special Assistant to the CEO*

April 2018 – August 2018

- Coordinated the 2018-2019 Change Agent Fellows Program initiative including the recruitment, interview, and selection process.
- Coordinated the 2018-2019 Site Leader initiatives including the recruitment, interview, and selection process.
- Represented the Lowery Institute in correspondence with colleges and universities in the Greater Atlanta in an effort to build and/or strengthen partnerships related to civic engagement.
- Updated, maintained, and organized contact information for non-profits and educational institutions appropriately and regularly.
- Developed and prepared the curriculum and teaching guides for the 2018-2019 non-violence initiative for the In-School Program for Change Agent Fellows; identified learning objectives related to civil rights, history, identity development, social justice, and empowerment.
- Designed and managed official Lowery Institute social media platforms including Facebook, Instagram, and Twitter.

- Supported operational, managerial, and logistical needs of the Lowery Institute as necessary.
- Completed discrete projects and special assignments by establishing objectives; determining priorities; managing time; gaining cooperation of others; monitoring progress; problem-solving; and adjusting plans.

## **Agnes Scott College**

**Decatur, GA**

*Director of Institutional Diversity and Inclusive Education*

September 2017 – May 2018

- Provided strategic direction and leadership for institutional diversity and inclusive education efforts.
- Managed the daily operations of the Gay Johnson McDougall Center for Diversity and Inclusion through campus wide initiatives and advisement on administrative and functional area initiatives related to inclusion, and strategic leadership.
- Worked closely with the Office of Human Resources to ensure that the college is a diverse, inclusive, and supportive learning environment.
- Coordinated affinity groups, staff development and training and recommend ongoing initiatives aimed at capacity building within the college.
- Grounded in the concept of the American Association of Colleges and Universities (AAC&U) theory of inclusive excellence, the director designed inclusive educational initiatives that affirm and support the multiplicity of identities that individuals possess within a diverse community.
- Served a key leadership role in conducting campus climate assessments and the creation of strategic plans for diversity and inclusion at the college.
- Designed and implemented an institution-wide comprehensive education and training initiative to cultivate a campus climate of inclusion and respect for all employees and students.
- Worked collaboratively with key human resources staff on initiatives related to employee recruitment and retention of diverse and underrepresented groups (e.g. student assistants, staff, faculty, inclusive recruitment efforts, and conflict resolution initiatives).
- Developed and identified resources and professional development opportunities for managers and supervisors to improve cross-cultural communication.
- Researched and developed proposals and recommendations for institutional policy revisions that will facilitate the fostering of a diverse and inclusive community.
- Proposed, planned, and coordinated diversity initiatives for students, staff and faculty (e.g. employee affinity/resource groups, dialogue series, guest speakers, community opportunities).
- Served as a liaison to relevant organizations and external constituents around key diversity issues to share with campus community members particularly those related to compliance education (e.g. bias reporting and protected rights).
- Planned and managed the budget for diversity and equity programming; identified additional resources for the Gay Johnson McDougall Center for Diversity and Inclusion.
- Met monthly with Chair of Coalition of Student Multicultural Organizations to assess the campus climate for diversity around underrepresented groups. Provided support as needed in collaboration with Student Affairs team.
- Developed curricula for Peer Educator groups and future courses offered by the Center.
- Coordinated and supported essential committees including the Safe Zone Committee, Gender Inclusion Task Force and Gay Johnson McDougall Advisory Board, etc.
- Provided consultation and training for administration, college offices/departments and students regarding diversity-related issues to improve recruitment, support and retention of underrepresented groups on campus.
- Facilitated signature programs including, but not limited to the Biennial Gay Johnson McDougall Symposium on Race, Justice, and Reconciliation, Martin Luther King Jr. and Coretta Scott King Commemorative Week of Human Rights and Social Justice, Think, Live, Engage: An Intercultural Dialogue Series, etc.
- Conducted assessments, created annual reports and participated in grant writing and fundraising efforts.
- Represented Agnes Scott College in meetings and initiatives involving community partners.

*Director of Diversity Programs, Gay Johnson McDougall Center  
for Global Diversity and Inclusion*

July 2015 –September 2017

- Chaired essential committees including the Safe Zone Committee, Gender Inclusion Task Force, and President's Committee on Community Diversity, etc.
- Coordinated signature programs including, but not limited to the annual Gay Johnson McDougall Symposium on Race, Justice and Reconciliation; Mentor Walk College Immersion Day; the annual Martin Luther King Jr. Convocation and other programs related to celebrating the historical legacy of diversity at Agnes Scott College.
- Conducted assessments, create reports, participate in grant writing and fundraising efforts for diversity programs.
- Advised administration on diversity issues affecting the college and supports efforts centered on equity, inclusion, and inclusive excellence.
- Conceptualized, planned and implemented specific programming to raise awareness of important cultural and social justice issues such as the Microaggressions Project at ASC, It's Time: A Social Justice and Healing Retreat, etc.
- Served as a key leader with specific global co-curricular initiatives related to the college's strategic vision for Summit, Agnes Scott College's global liberal arts curriculum.
- Planned and managed the budget for diversity programming and identifies additional resources for the Gay Johnson McDougall Center for Global Diversity and Inclusion.
- Assisted with the development and implementation of a co-curricular strategic plan related to engagement.
- Advised and supported Coalition of Student Multicultural Organizations (COSMO) Chair(s) and the Diversity Coordinators Team.
- Provided consultation and training for administration, college offices/departments and students regarding diversity related issues to improve recruitment, support and retention of underrepresented student groups.
- Supervised full-time and part-time staff within the Gay Johnson McDougall Center for Global Diversity and Inclusion.

*Deputy Title IX Coordinator for Students*

August 2015 – August 2016

- Coordinated collaborative efforts to ensure prompt and equitable responses to reports of sex discrimination, including sexual harassment, sexual assault, sexual violence, and other sexual misconduct.
- Developed initiatives, providing education and trainings, and increasing awareness of gender equity and sex discrimination for students at New Student Orientation, Resident Assistant Trainings, Summit Peer Advisors, etc.
- Served as primary source for receiving reports from students to ensure increased awareness and support for gender equity, sexual misconduct, and sex discrimination.
- Reviewed all student materials and worked with Counseling and Psychological Services (CAPS) on student referrals in providing immediate support and/or interventions.
- Collaborated with CAPS and other departments on educational programs related to community outreach for student survivors inclusive of the Take Back the Night 5K and Walk, and Sexual Assault Awareness Month programming.
- Supported Title IX Coordinator with staff and faculty trainings, and other compliance initiatives, such as policies related to sexual misconduct and harassment.
- Enforced all college policies in regard to Title IX.

*Assistant Director of Intercultural Engagement,  
Gué Pardue Hudson Center for Student Engagement*

July 2014 – July 2015

- Advised and supported student multicultural groups and committees with goals to increase intercultural engagement on campus.
- Collaborated with student organizations, college groups and departments to provide intercultural celebrations and awareness programming for the college community.

- Served on essential committees related to the vision and mission of intercultural engagement which include but are not limited to the Safe Zone Committee, Transgender Task Force and President's Committee on Community Diversity.
- Provided consultation and training for administration, college offices/departments and students regarding diversity-related issues and conflicts to improve recruitment, support and retention of underrepresented groups on campus.
- Advised administration on intercultural issues affecting the college and supports efforts centered on equity and inclusion.
- Worked closely with academic and co-curricular offices/departments to create synergies between the learning that takes place within and outside the classroom.
- Managed the office budget and identified additional resources for the office.
- Conducted assessments, create annual reports, and participated in grant writing and fundraising efforts for programs.
- Worked closely with the chief diversity officer on initiatives related to access and equity for diverse and underrepresented populations.

**University at Buffalo, the State University of New York**  
*Educational Programming Graduate Assistant, Intercultural  
 and Diversity Center*

**Buffalo, NY**  
 August 2012 – May 2014

*Site Coordinator, Buffalo FAFSA Completion Project*

January 2013 – May 2014

*Site Coordinator, College Success Center at Bennett High School*

September 2013 – May 2014

**Pace University- Center for Academic Excellence**  
*Schedule Coordinator, Advising Center for Exploring Majors*

**New York, NY**  
 June 2013 – September 2013

## **PUBLICATIONS**

Contreras, K. (in press). Notes from the Bottom: Black women doctoral students as academic mules, mammies, and maids in American academia. In, A. A. Asare, R.P. Chapdelaine, & M.D. Thompson, (When) will the joy come? Black womxn in the ivory tower (2023). University of Massachusetts Press: MA

Contreras, K. (2020). Letter to my daughter. *Intersections: Critical Issues in Education*, 4(1)  
<https://digitalrepository.unm.edu/intersections/vol4/iss1/6>

Contreras, K. (2018). Reflection and practice through case studies: Being the only one.... In R. L. Pope, A. L. Reynolds, & J. A. Mueller, *Multicultural competence in study affairs* (pp. 274-276). San Francisco, CA: Jossey-Bass.

## **PROFESSIONAL PRESENTATIONS AND WORKSHOPS**

Contreras, K. (February 2023). #NotYourMammyStudy: Explicating the experiences of Black women graduate students as learners and laborers in American academia. Presented at the Black Excellence Scholar Series at Miami University, Oxford, Ohio.

Contreras, K., Bouldin, C., Gelin, S., & Rodriguez, D. (November 2022). "Are you sure sweetheart that you want to be well?" Truth-telling testimonials by women of color in the white academy. Presented at the National Women's Studies Association annual conference, Minneapolis, MN.

- Contreras, K. (August 2022). Keynote Address: Capacity building: What it means to be anti-racist. Presented at Equity and Justice Day for New Student Orientation at Occidental College, Los Angeles, California.
- Contreras, K. (June 2022). Panelist for State of Black girls: Envisioning a world safe for Black girls, Presented at the Black Girls Smile “Black Girls Are Magic Conference: Freedom is Our Birthright”, New York, New York.
- Contreras, K. (October 2021). Panelist for Navigating Academia as a Person of Color, Presented at Syracuse University School of Education, Syracuse, New York.
- Contreras, K. (April 2021). Bottom rung laborers: Black women’s subordination and exploitation in American academia. Presented at the annual Mount Holyoke Building on Our Momentum Conference (BOOM), South Hadley, Massachusetts.
- Contreras, K. (September 2020). Bottom rung laborers: Black women’s subordination and exploitation in American academia. Presented at the Make Good Trouble Now: Teach-In for Racial Equity, University at Buffalo Graduate School of Education, Amherst, New York.
- Contreras, K. & McEachern, M. (March 2020). Emerging dead or deadly: Black Queer feminist fugivity on the academic plantation. Presentation accepted\* at the 2020 DC Queer Studies Symposium, College Park, Maryland. \*Cancelled due to COVID-19.
- Contreras, K. (February 2020). Identity, power, and privilege: Storytelling as a practice of alchemy. Presented to the Syracuse University chapter of Kappa Kappa Gamma, Syracuse, New York.
- Contreras, K. (April 2019). Multiracial womxn: Navigating crooked rooms. Presented at the annual Mount Holyoke Building on Our Momentum Conference (BOOM), South Hadley, Massachusetts.
- Contreras, K., & Sanders-McMurtry, K. (April 2019). Coretta and Cardi B: Dis-respectability politics in womxn's leadership. Presented at the annual Mount Holyoke College Women of Color Trailblazers Leadership Conference, South Hadley, Massachusetts.
- Contreras, K., Logan, T., & Sanders-McMurtry, K. (December 2017). Calling in, speaking up, and taking breaks: Managing self-care in the perilous work of diversity education. Presented at the biennial National Association of Student Personnel Administrators (NASPA) Multicultural Institute, New Orleans, Louisiana.
- Sanders-McMurtry, K., & **Contreras, K.** (November 2017). Keynote Address: Where do we go from here? Tackling the tough issues of race, gender, and sexuality in 21<sup>st</sup> century higher education. Presented at the annual Georgia College Personnel Association (GCPA) conference, Savannah, Georgia.
- Contreras, K., & Sanders-McMurtry, K. (June 2017). Allyship is rooted in co-liberation: A 21<sup>st</sup> century perspective on addressing personal biases and microaggressions in the profession. Presented at the annual National Association of Student Personnel Administrators (NASPA) Region III Summer Symposium, Orlando, Florida.
- Contreras, K. (October 2016) Mindfulness and ethical behavior. Presented at Atlanta Metropolitan Technical College International Fraud Awareness Week, Atlanta, Georgia.

- Sanders-McMurtry, K., & **Contreras, K.** (July 2016). Diversity, civility and the first amendment. Presented at the Georgia Independent College Association's (GICA) Chief Student Affairs Officer Meeting, Atlanta, Georgia.
- Sanders-McMurtry, K., **Contreras, K.**, Ramirez, H., & Greer, J. (June 2016). Title IX and the intersections of identity. Presented at the annual National Association of Student Personnel Administrators (NASPA) Region III Summer Symposium, Pigeon Forge, Tennessee.
- Sanders-McMurtry, K., **Contreras, K.**, Ramirez, H. & Flynn, K. (March 2015). Women's colleges, Trans inclusion and the landscape of gender. Presentation at the annual meeting of the National Association of Student Personnel Administrators (NASPA), New Orleans, Louisiana.
- Sanders-McMurtry, K., & **Contreras, K.** (June 2015). Transgressing gender norms: An Open dialogue on trans inclusion and the landscape of gender. Presented at the annual National Association of Student Personnel Administrators (NASPA) Region III Conference, St. Simons Island, Georgia.
- Sanders-McMurtry, K., & **Contreras, K.** (June 2015). Title IX and the new professional. Presented at the annual National Association of Student Personnel Administrators (NASPA) Region III Summer Symposium, St. Simons Island, Georgia.
- DiDomizio, R., & **Contreras, K.** (March 2014). Challenging Sexism: Creating Bridges to Social Justice. WELead Conference, Buffalo, New York.
- Contreras, K., & Richards, B. (April 2014). Communicating in a global world: Guiding students to become globally competent. United Across Campuses: Advisors Networking for Student Success, Executive Board Meeting, Buffalo, New York.
- Contreras, K., Gelok, T., & Hulbert, J. (April 2014). Veteran students on college campus: What student affairs can do to help. Graduate Student Symposium, Buffalo, New York.
- Contreras, K. (April 2014). When in Rome: BaFa BaFa cultural simulation. Center for Student Leadership and Community Engagement SLIDE Training, Buffalo, New York.
- Contreras, K., & D'Alessio, C. (April 2014). Becoming a culturally-intelligent leader. University at Buffalo Life and Learning Workshops Series, Buffalo, New York.
- Contreras, K. (November 2013). Understanding privilege: Unpacking the backpack. University at Buffalo Life and Learning Workshops Series, Buffalo, New York.
- Contreras, K. (February 2014). Leading others: Leading through social media: How to run your organization effectively using technology. University at Buffalo Life and Learning Workshops Series, Buffalo, New York.
- Contreras, K. (October 2013). Leading for self: Understanding our identities. University at Buffalo Life and Learning Workshops Series, Buffalo, New York.
- Contreras, K. (October 2013). You can't sit with us: Ethical leadership in *Mean Girls*. Center for Student Leadership and Community Engagement Leadership Week, Buffalo, New York.

- Contreras, K., & Crosby, P. (February 2013). Culture and leadership: The Perfect match for a team. Western New York Leadership Conference, Buffalo, New York.
- Contreras, K., & Richards, B. (February 2013). Be the change you want to see: The Social change model. Western New York Leadership Conference, Buffalo, New York.
- Contreras, K. (January 2013). Tutor diversity training. Academic Resource Center Spring Training Series, Buffalo, New York.
- Contreras, K., & Rounds, K. (December 2012). This I believe. University at Buffalo Life and Learning Workshops Series, Buffalo, New York.
- Contreras, K., & Keenan, E. (November 2012). Shoes, service, activism, and advocacy: Defining What “matters”. University at Buffalo Life and Learning Workshops Series, Buffalo, New York.
- Contreras, K. (August 2012-May 2013). Global competency certificate series. University at Buffalo Life and Learning Workshops Series, Buffalo, New York.
- Contreras, K. (August 2012-May 2014). Diversity institute certificate series. University at Buffalo Life and Learning Workshops Series, Buffalo, New York.
- Budek, T., **Contreras, K.**, & Crosby, P. (August 2012-May 2014). Appreciating cultural diversity. University at Buffalo Orientation, Transition and Parent Programs UB 101 Course, Buffalo, New York.

## **SERVICE, TRAININGS, AND PROFESSIONAL MEMBERSHIPS**

- NASA Astrophysics Database of IDEA Practitioners member, January 2023- Present
- American College Personnel Association (ACPA), September 2014- Present
- Association of Title IX Administrators (ATIXA), Title IX Investigator Training, November 2014
- Georgia College Personnel Association (GCPA), October 2014 – Present
- Chapter Secretary, June 2017- Present
- Hirschfeld Kraemer: Labor & Employment Law Firm Title IX Awareness and Sexual Assault Prevention (ASAP) Training, August 2015
- National Association of Student Personnel Administrators (NASPA), September 2012 – Present
- National Women’s Studies Association (NWSA), September 2017 – Present
- Omicron Delta Kappa, National Leadership Honors Society, Inducted 2016
- Social Justice Training Institute, Cohort 38, December 2017

## **AWARDS AND RECOGNITION**

- Syracuse University, Joan Lukas Rothenberg Graduate Student Service Award, 2020 Recipient for leadership within the BIPOC Graduate Student Group
- Syracuse University Outstanding Teaching Assistant Award, 2020 Recipient
- National Women’s Studies Association Women of Color Leadership Project Award, 2019 Recipient
- American College Personnel Association Annuit Coeptis Award, 2018 Recipient
- Georgia College Personnel Association Outstanding Student Learning Program, 2017 Recipient

## **GRANTS RECEIVED**

- Alliance for Full Acceptance, Small Grants Program for LGBT Youth, 2014, 2015, 2016, 2017 Recipient